

Flexible scheduling, as described by the respondents, included options for flexible hours and schedules, ability to receive requested days off and decreased work on weekends. Positive collegial environments were described as having a “family atmosphere” and “positive work environments.” Items included in the other category included: the availability of technology, having a new facility and providing an orientation program.

Table 3. Experienced RN Recruitment Strategies

<i>Recruitment Strategies</i>	Number reported	Percent reported
Advertising	22	17.9
Competitive wages, strong pay scale	21	17.1
Hiring bonus	19	15.4
Word of mouth leveraging of hospital reputation	18	14.6
Flexible scheduling, control over shifts	13	10.6
Positive collegial environment	13	10.6
Comprehensive, flexible benefits	5	4.1
Continuing education, professional practice development opportunity	4	3.3
Personal approach at open houses, job fairs and interviews	3	2.4
Adequate staffing	2	1.6
Other	3	2.4
Total Responses	123	100%

Note: 81 hospitals responded to this question. Due to rounding, percents may not equal to 100.

Experienced RN Retention Strategies

When North Carolina hospitals were asked to share strategies for retaining their established staff RNs, 87 (70%) reported a total of 170 strategies they considered to be effective (see Table 4). When it comes to retaining experienced nurses, offering competitive wages was the most frequent response and was mentioned much more often in relation to retaining experienced RNs than for retaining new RN graduates. However, even though competitive wages tops the list of effective strategies, it was still only mentioned 24% of time.

Flexible scheduling, which as described by respondent hospitals includes self-scheduling options, fewer requirements to work on weekends and allowing RNs to contract for specific shifts for a 6 to 13 week period were all considered effective for retaining experienced RNs. Mentioned almost as often as flexible scheduling, allowing RNs an opportunity to participate in decision making was also identified as an effective strategy for keeping experienced RNs.